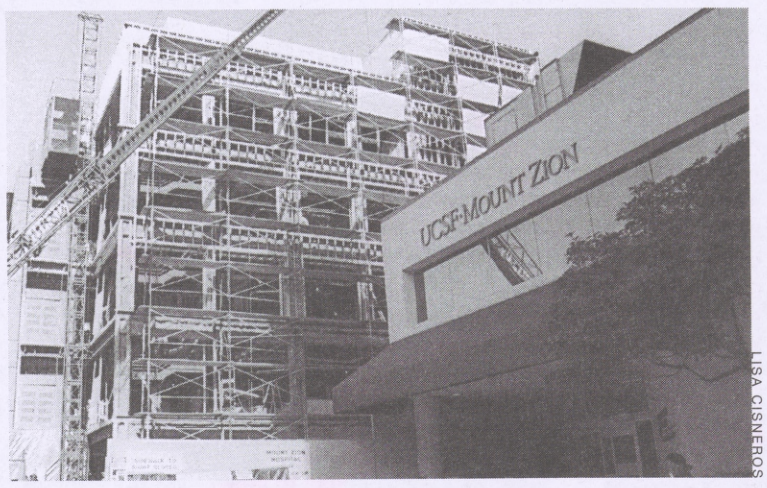
UCSF newsbreak

NEWS FOR THE UCSF CAMPUS COMMUNITY VOL. 14, NO. 22 DECEMBER 10, 1999

INSIDE

UCSF researchers report AIDS challenges 3
UCSF salutes history of healing at Mount Zion 4-5
Professor recounts gender lessons learned at MIT 6



LISA CISNEROS

The 88,000-square-foot outpatient cancer facility at Mount Zion is expected to open this coming spring. Overall architectural design is by William Diefenbach of the San Francisco firm SMP/SHG. SMP designed the UCSF Cancer Center's research building.

Cancer Center joins top tier

BY REBECCA SLADEK NOWLIS

The UCSF Cancer Center has joined an elite collection of 37 cancer centers with its recent designation of comprehensive status by the National Cancer Institute (NCI).

Comprehensive status, the highest of three NCI-designation categories, recognizes the collaborative degree to which a cancer center integrates basic, clinical, and prevention sciences. The cohesive nature of UCSF's large research infrastructure creates a forum for interaction that translates into innovative research and cutting-edge patient care. With the designation, UCSF joins such prestigious institutions as the MD Anderson Cancer Center in Houston and the Memorial Sloan-Kettering Cancer Center in New York.

"UCSF's success in obtaining recognition as an NCI-designated Comprehensive Cancer Center is a significant and commendable achievement," says Margaret Holmes, chief of the Cancer Centers Branch at the NCI. "It indicates the breadth of UCSF's integrated cancer research capability that promises continued advancement in cancer research."

In addition to interactive research, comprehensive cancer centers are recognized for community outreach, education, and information distribution activities, particularly as they relate to educating health professionals and translating research results. The UCSF Comprehensive Cancer Center facilitates numerous activities that extend and disseminate its research programs and expertise into diverse communities, to the benefit of the entire Northern California region. Among the advantages of having a collaborative cancer research program is that cancer patients may have more immediate access to new treatment options through clinical trials.

"Achieving comprehensive status is a recognition of the fact that we are not only highly integrated on the research front, but also involved in

(SEE CANCER ON PAGE 3)

Chancellor addresses UCSF Stanford employees' concerns

While UCSF Stanford Health Care employees await news on future employment, salary and benefit opportunities as the merger unwinds, Chancellor Mike Bishop says UCSF is taking their welfare to heart.

"We ask for your patience and goodwill during this trying time," Bishop wrote in a Nov. 29 letter to UCSF Stanford employees. "Our objective is to deal equitably and fairly with every individual, and we will want to know when we are falling short of that goal."

To that end, Bishop asked the UCSF Human Resources department to establish telephone and email hotlines so that UCSF Stanford employees can seek advice or bring concerns to the attention of UCSF officials. The hotline number, 514-1100, and the email address, hrtransition@hr.ucsf.edu, are expected to be operating by Monday, Dec. 13.

Bishop sent his letter to UCSF Stanford employees following the approval by the UC Regents to dissolve the merger at their meeting Nov. 19. William Gurtner, UC vice president for clinical services, told the Regents that the target date for separating UCSF and Stanford's hospitals and clinics is March 1.

In his letter, Bishop told UCSF Stanford employees that he and UCSF officials are trying to make the transition as smooth as possible. "I have no doubt that there will be problems and disappointments along the way. I can only ask for your forbearance as we proceed. My great hope is that when the transition is complete, you will be satisfied members of the UCSF community, with renewed commitment to the splendid mission of our Medical Center."

Bishop says he's thankful for the continued work of UCSF Stanford employees during these hectic times. "Nothing is more important to the success of an institution like the UCSF Medical Center than the loyalty of its staff. I know that your welfare has not been well served by the turmoil surrounding the merger. Yet you have continued to help provide world-class health care. For that the entire community of UCSF is deeply grateful. We look forward to welcoming you to the UCSF fold."

Reorganization update

The emergency department at UCSF/Mount Zion closed on Nov. 23 to ensure patient safety in light of staffing shortages. Hospital administrators had tried to keep the Mount Zion emergency

(SEE MEDICAL CENTER ON PAGE 7)

UC, Genentech settle patent lawsuits

The University of California and Genentech, Inc. agreed Nov. 19 to a proposed settlement of the patent infringement lawsuits brought by UC relating to Genentech's human growth hormone products.

Under the terms of the settlement agreement approved by the UC Board of Regents, Genentech will pay UC $150 million and make a $50 million contribution toward construction of the first biological sciences research building at UCSF Mission Bay. The building will bear a name proposed by Genentech and acceptable to UC.

Both parties agree that this settlement is not an admission that Genentech infringed UC's patent or used the genetic material in question.

"This agreement affirms the important role of both University-based research and research in private industry in bringing products to market," said Zach W. Hall, UCSF vice chancellor for research. "We are pleased that the contributions of University scientists are recognized by this agreement, and that part of the rewards of their work will support future research in the University. We look forward to continuing collaborations with Genentech and our other commercial partners."

The proposed settlement resolves all outstanding litigation on this matter between UC and Genentech and is subject to the completion and execution of definitive settlement documents. The settlement and contribution will be drawn from Genentech's cash balance and will be recorded and paid as a special charge in Genentech's fourth quarter financials.

From the total settlement of $200 million, and in accordance with the established University patent policy, the University of California general fund will receive about $30 million, the three inventors and two collaborators will share about $85 million, and UCSF will receive the $50 million building contribution and the balance of about $35 million, which will be used in support of research throughout UCSF and, in particular, to meet large capital needs.

UC filed its patent infringement suits against Genentech in 1990 and 1997. A jury trial was held in the US District Court for the Northern District of California beginning in April 1999. In June, the jury was unable to reach a verdict on the infringement issue. A second trial was scheduled to begin on January 3, 2000.

UCSF to honor three for their commitment to diversity

A sociologist who mentors fellow faculty as well as youth in the toughest parts of the city, an administrator who encourages his staff to participate in diversity programs, and a pharmacy student whose work extends into the community are the winners of the UCSF Martin Luther King Jr. Awards for the year 2000.

Howard Pinderhughes, assistant professor of social and behavioral sciences in the School of Nursing; Ara Tahmassian, assistant vice chancellor-research services; and Maria Lopez, a third-year pharmacy student, were selected for their extraordinary efforts to promote diversity at UCSF. They will be honored on Jan. 18 during the campus' weeklong celebration of the life of Martin Luther King Jr.

For more than three years, Pinderhughes has led the Faculty Mentor Group in its efforts to enhance diversity in the School of Nursing. He has used his course, "Race and Class Factors in Health Care Delivery" as a vehicle for encouraging campus dialogue on affirmative action. He has testified before President Clinton's Advisory Panel on Race. His research is dedicated to understanding and preventing youth violence, and his project at Mission High School – called "People Respecting Other People – has been cited as a model program by the President's panel.

Tahmassian, who has headed the Environmental Health and Safety Department and Laboratory Animal Research Center – where many of the staff are ethnic minorities – was honored for his continuous efforts to "advance mutual respect and understanding and appreciation for the cultural and ethnic diversity" in those two units. He was praised by staff for recruiting and hiring minorities in both departments and encouraging the participation of his staff in various campus committees, including the Council of Minority Organizations and the Chancellor's Committee on Diversity.

Lopez has volunteered in numerous campus and community activities in her three years at UCSF. She helped establish the first campus "Unity Week" in 1997, and as president of Chicanos in Health Education, she hosted two "high school recruitment days," which drew 300 students to UCSF for an introduction to the world of health sciences education. Last summer, Lopez served as a resident tutor in the Health Sciences Enrichment Program, an intensive six-week session aimed at disadvantaged high school students interested in pursuing a career in the health sciences. For three years, she has volunteered and recruited other students to participate in the Mission Health Fair. She is the co-founder of the UCSF Disability Interest Group, which helps people with disabilities share information and support and educates the rest of the campus on disability-related topics.

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honors & awards

Elizabeth H. Blackburn, professor, chair, department of microbiology and immunology:

Honored by the Association of American Medical Colleges (AAMC) at its annual meeting last week in Washington DC. Blackburn was presented the Baxter Award for Distinguished Research in the Biomedical Sciences. The award, one of the top honors presented by the AAMC, recognizes outstanding clinical or laboratory research conducted by a medical school faculty member.

It was the latest honor for Blackburn, whose pioneering studies have revealed the critical role of telomeres — segments of DNA that bind both ends of chromosomes - and could one day explain the secrets of cancer and aging.

Daphne Haas-Kogan, assistant professor of radiation oncology: Selected as the 1999 Pfizer New Faculty Scholar. The Pfizer Scholars award is made in support of her research project titled "The Role of PTEN Mutations in the Pathogenesis of Human Malignant Astrocytomas" to be carried out at UCSF. The two-year Pfizer Scholars grant is awarded for the period through June 30, 2001. The award is provided by US Pharmaceuticals Group of Pfizer Inc.

Leonard Hayflick, professor of anatomy: Received the Lord Cohen Birkenhead Medal from the British Society for Research on Aging in London. The medal, named after the physician who developed the present system of national medical care in the UK, recognizes Hayflick's major contributions to the cell biology of aging.

Hayflick discovered that, contrary to what was believed during the first half of this century, normal human and animal cells have a limited capacity to divide and function. He interpreted this phenomenon to be an expression of aging and longevity determination at the level of the cell. He was the first to recognize the distinction between cultured mortal and immortal cells. Hayflick later determined that normal mortal cells have a counting mechanism located in the nucleus of the cell. This work was the foundation for recent discoveries of telomere shortening as the molecular basis for normal cell mortality and the discovery that telomerase is necessary for cell immortalization. Hayflick also developed the first normal human diploid cell strain, called WI-38, now used worldwide for the production of most human virus vaccines.

Bill Holzemer, professor, chair of community health systems, School of Nursing: Selected to receive the Nurse Researcher Award from the Association of Nurses in AIDS Care at their annual conference in San Diego. This award recognizes his contributions to nursing science and practice in AIDS care and for improving the quality of life for people with AIDs.

David A. Larson, professor or radiation oncology: Elected President-Elect for the American Society for Therapeutic Radiology and Oncology for the year 1999-2000.

Daniel M. Ramos, assistant professor of oral medicine: Awarded an Independent Scientist Award from the National Institute for Dental and Craniofacial Research. This award is designed to enhance the research capability of promising individuals in the formative stages of their careers. This funding supports Ramos' continuing studies on the role of Emmprin (extracellular matrix metalloproteinase inducer) on matrix production and invasion of oral squamous cell carcinoma.

Norman C. Straub, professor emeritus of physiology: Received the Order of the Rising Sun Award from the Japanese government. The award recognizes Straub's work, extending more than 30 years, in training Japanese scientists and physicians to understand, appreciate the importance of and to promote basic biomedical research, especially in pulmonary pathophysiology, at universities and institutes in Japan. More than 26 Japanese doctors trained for one or two years with Straub.

CORRECTION

The Nov. 12 issue of Newsbreak incorrectly credited the names of donors in its private support column. Doris and Donald Fisher should have been listed as contributors in the category ranging from $25,000 to $99,000.

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Hellmans support junior faculty

UCSF has received $5 million from the Hellman Family to support and encourage young faculty members whose research shows great capacity for distinction.

The Hellman Family Faculty Fund will allow UCSF to support junior faculty members as they build their research programs, before they apply for outside funding from foundations and federal agencies.

Mr. and Mrs. F. Warren Hellman chose to make their donation to UCSF at this time as the campus, with the recent groundbreaking at Mission Bay, looks ahead toward the exciting health science advancements that will come in the new millennium.

"Our goal is to give UCSF support by providing a specific avenue for faculty to develop their research and careers and to focus now on the future rather than the past, to look to the promise these faculty bring as they work to find answers to mankind's most devastating illnesses," said F. Warren Hellman, a San Francisco investment banker.

Supported by the $5 million donation, the Hellman Family Faculty Fund will be designated exclusively for non-tenured professors. Junior faculty often exhaust their research start-up monies before grants from external sources have been secured. The Hellman Family Faculty Fund will ensure that important research conducted by junior faculty continues during this interim period.

"This gift is spectacular recognition for our campus and the research being done here and it builds upon and adds to the exciting potential for our campus, symbolizing the incredible energy UCSF brings into the next century," said Chancellor Mike Bishop. "We are most grateful to the Hellmans for their generosity and recognition of the value of the work of our young faculty."

Hillblom Foundation awards $3 million to UCSF

The UCSF Center for Craniofacial Anomalies has received an endowment from the Larry L. Hillblom Foundation, Inc. to establish a distinguished professorship and allow the internationally renowned program to enhance its research on cleft lip and palate and other craniofacial deformities.

The $3 million award is California's first endowed professorship in craniofacial anomalies and only the second of its kind in the nation. Of the endowment, $2.5 million will go to the professorship and the remaining monies will support the development of professional training exchanges and direct patient care in the Northern Mariana Islands and throughout Micronesia.

"This endowment will elevate the standard of knowledge in the field of craniofacial malformations worldwide," says Karin Vargervik, director of the UCSF Center for Craniofacial Anomalies.

Located within the UCSF School of Dentistry, the center currently treats and provides long-term care for nearly 3,000 patients with a variety of congenital and acquired conditions that affect the face and skull. Genetic mutations or in utero exposure to irradiation, viral infection, alcohol or drugs can cause these deformities, as can accidents and diseases.

Hillblom founded DHL Worldwide Express in 1969 while attending UC Berkeley's Boalt Hall School of Law and later relocated to the island of Saipan in the Northern Mariana Islands. After being injured in a plane crash in 1993, Hillblom was treated by UCSF's Douglas Ousterhout at the Ralph K. Davies Medical Center in San Francisco where he received reconstructive surgery for multiple facial injuries. A second plane crash took his life in 1995. Hillblom's will designated the bulk of his estate be used to create a charitable trust that would, in part, finance medical research at UC.

In Memoriam

Lucile Petry Leone died on Thanksgiving day, after a brief illness. She was 97.

Leone was coordinator for international students and visitors in the UCSF School of Nursing from 1982-1997, in what was a notable retirement effort, apart from her notable public service career.

Leone was chosen to serve as the director of the wartime US Cadet Nurse Corps Program from 1943-1948. Later, she was selected to be the first nurse and the first woman Assistant Surgeon General for the United States Public Health Service.

Prior to her federal service, she was on the staff of Johns Hopkins Hospital and the faculty and administration of the University of Minnesota School of Nursing. After her federal service, she was in administration at the College of Nursing, Texas Woman's University. After all that, she came to UCSF, to continue her service to higher education.

UCSF commemorates World AIDS Day

BY LISA CISNEROS

UCSF AIDS experts and guests met December 1 to discuss issues in the war against HIV/AIDS, including the urgent need for global support in changing the course of the disease.

While science has led the way to better diagnostics, therapeutics and prevention strategies, researchers say progress is stymied by unsafe sex practices and a chronic lack of access to health care treatment and technology, especially in developing countries such as Africa, where the death toll mounts and life expectancy drops.

Former Congressman Ronald V. Dellums, now president of Healthcare International Management Company, received a standing ovation after he delivered an impassioned plea to help stop AIDS in Sub-Saharan Africa, where 6,000 people die from AIDS and 11,000 new HIV infections occur daily.

The population most vulnerable to AIDS is between the ages of 15 and 49, which means African citizens who comprise "the most productive group and the reproductive group" are being affected catastrophically and their legacy will be a nation of orphans, he says.

"It should be morally unacceptable to every thinking human being on this planet," Dellums said. "This is not solely a health problem. This is a problem that cuts across the total human experience."

US Rep. Nancy Pelosi

It will take a comprehensive and targeted strategy by all members of the AIDS community — researchers, scientists, policymakers, patients, activists — in the next millennium to make HIV a relic of the past, says Thomas Coates, director of the AIDS Research Institute, which sponsored the event.

While the search for a vaccine continues, new HIV infection in the US climbs and the epidemic reaches an out-of-control level in other regions of the world, he says. Science is the only answer for successfully eradicating HIV on a worldwide scale in the way smallpox finally was eliminated during the 60s and 70s.

Unfortunately, says Kimberly Page-Shafer, a researcher for the Center for AIDS Prevention Studies (CAPS), the "net effect of improved treatment is an increase in infections" in San Francisco. Virtually all new infections in San Francisco are the result of men having unprotected sex with men as the use of condoms declines, she says.

PHOTOS BY CHRIS T. ANDERSON

Thomas Coates, director of the UCSF AIDS Research Institute, talks with Ronald Dellums.

Invented in 1551, the condom is the oldest method of birth control and disease prevention, says Cynthia Gomez, another CAPS researcher, but San Francisco still sees 500 new infections each year. "We need frank discussions about sex and we're not willing to have them," she says.

US Representative Nancy Pelosi, (D-San Francisco), who gave the keynote address, says she's been asking the Clinton Administration to put AIDS on the top of the agenda at world conferences.

"We cannot let another generation be devastated by a disease that we know how to prevent and we know how to treat," Pelosi told the crowd of nearly 300 gathered in Cole Hall.

Recognized as a federal leader on AIDS issues, Pelosi says she encourages collaboration among federal agencies to address AIDS prevention strategies. The key to prevention, she says, is improving access to the health care system.

"We must have access to quality health care for all Americans because until people are in the loop, it's very difficult to have the early detection and intervention," she said. "Underserved and minority communities have less access, and that's where this epidemic is going."

As an HIV-positive gay man and AIDS researcher, Michael Shriver of the UCSF AIDS Policy Research Center stresses the importance of a coordinated and meaningful partnership between public health programs and the HIV-positive community to turn the tide. "We need HIV-positive individuals to take the responsibility to lead to the end of the epidemic."

(CANCER FROM PAGE 1)

bridging the gap between research and clinical care," says Frank McCormick, director of the UCSF Comprehensive Cancer Center. "Beyond having our internal programs in good shape, we are a resource for the citizens of San Francisco, the Bay Area and Northern California."

In August 1999, the Cancer Center became the only NCI-designated cancer center in Northern California and one of 59 in the country. Achieving this third and final tier makes the UCSF Comprehensive Cancer Center the only NCI-designated comprehensive center on the West Coast between Los Angeles and Seattle.

Although designation to comprehensive status caps years of program planning and implementation, the UCSF Comprehensive Cancer Center is a work in progress, says McCormick, and many more plans are on the drawing board to build on the momentum already established.

In addition to meeting the requirements needed for comprehensive status, the UCSF Comprehensive Cancer Center runs a multitude of programs aimed at raising people's awareness of cancer diagnosis, incidence, prevention, and treatment.

For example, the Cancer Resource Center (CRC) is a multimedia information hub for patients, family members, caregivers, and the interested public. The CRC provides direct services to 800 individuals per month who use the extensive library and computer resources to research cancer types and treatments, nutrition, wellness, and current clinical trials. For patients who are unable to travel, staff perform research on their behalf in response to requests by telephone, letter, and e-mail.

Innovative support groups offered by the UCSF Comprehensive Cancer Center help patients and families cope with the stresses of a cancer diagnosis. Programs range from encouraging healing activities such as dance to helping patients express their emotions through art. Many support groups target specific cultural or language groups, including Russian, Spanish, Cantonese, and Mandarin. Other support efforts are offered in outlying areas, including a public school outreach program on behalf of children who are re-entering school after a cancer diagnosis.

Educational efforts by the Cancer Center are also extensive and reach thousands of individuals each year. Professional education and training opportunities include annual symposia, weekly scientific seminars, and continuing medical education conferences. Public programs, community-based conferences, and UCSF-based forums and lectures reach a broad public audience with cancer information and research findings.

Members of the Comprehensive Cancer Center collaborate under the roofs of five university facilities, two of which are located nearby one another at the Mount Zion campus, a convenience that allows clinicians and researchers to meet regularly and work closely together. In addition, a new five-story, 88,000 square foot building is currently being built at UCSF/Mount Zion and is slated for completion this spring. The new building will function as a clinical component to the Cancer Research Institute that opened in 1997 at UCSF/Mount Zion.

Faculty, others honored for commitment to AIDS battle

Three UCSF faculty were honored with special awards on World AIDS Day:

- Thomas J. Coates, executive director of the UCSF AIDS Research Institute (ARI), received a Certificate of Honor from the City and County of San Francisco. Signed by Mayor Willie Brown, the award cites Coates for "incredible leadership" of the UCSF ARI and "sustained contributions to end the HIV/AIDS pandemic through innovative research, effective prevention, compassion care and sound policy."
- Jay A. Levy, UCSF professor of medicine, received the first annual George Sarlo Award for Excellence in Mentoring. This new honor recognizes extraordinary service as a mentor to junior faculty, fellows, and students involved in HIV/AIDS research and care. Letters nominating Levy for the award cited him as "an exceptional person" and "incredibly committed scientist." The award is funded by a grant from Bay Area philanthropist George S. Sarlo and the Sarlo Family Foundation.
- Jeffrey M. Harris, pediatric immunologist and postdoctoral fellow with the Gladstone Institute of Virology and Immunology, received the Michael Steinberg Fellowship Award. Presented to a young scientist, the award will support Harris for one year of research in HIV vaccine development with the UCSF/Macy's Center for Creative Therapies. The fellowship is funded by Macy's West and honors its chairman and CEO.

In addition, six San Francisco business and political leaders were honored by the UCSF ARI as part of World AIDS Day events. The recipients were selected because of their ongoing commitment and efforts to secure funding for HIV/AIDS research and community programs.

Michael Steinberg, chairman and CEO of Macy's West, received the first annual UCSF ARI Visionary Leadership Award in recognition of his role as a creative retailer who saw the power of combining corporate industry with the forces of academic AIDS researchers and community organizations to fight the HIV epidemic.

Under Steinberg's guidance, the Macy's West annual "Passport" fashion show has evolved into a major fund-raising event for HIV/AIDS programs and the UCSF/Macy's Center for Creative Therapies was established as one of the first programs to partner business with academia in developing new clinical approaches to HIV/AIDS. Over recent years, Macy's West has fulfilled a pledge of $1 million to the UCSF ARI to support its programs in basic and clinical HIV research and prevention sciences.

Honorary achievement awards for continued efforts to secure HIV/AIDS funding at the local, state, and national levels will be presented to San Francisco Mayor Brown, US Congresswoman Nancy Pelosi, State Assemblywoman Carole Migden, State Assemblyman Kevin Shelley, and San Francisco Supervisor Mark Leno.

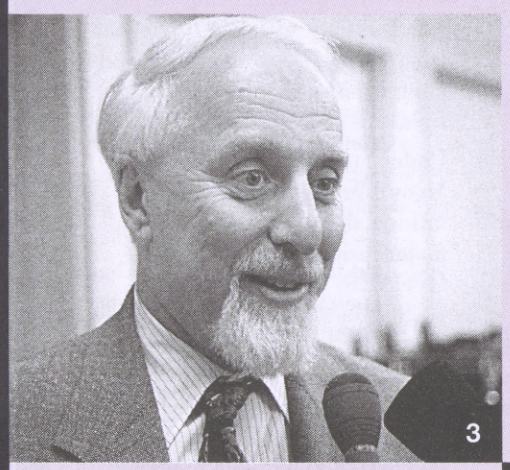
saluting a his

Mount Zion

of healing and acts of kindness

1 Oncologist Hope Rugo, right, talks with patient Rachelle Greenberg of Kensington, at the Carol Franc Buck Breast Care Center at Mount Zion. The service will relocate to the UCSF Cancer Center's new outpatient care facility, which is expected to be completed this spring.

2 Mount Zion faculty and staff have been instrumental in establishing the Violence Prevention Project. Mount Zion pediatrician Meg McNamara, center, participated in a national teleconference on preventing violence in May 1998. "The Violence Prevention Project started as an effort to address the unacceptable high rate of violence in the community and works with families and children who have been affected by violence," said McNamara, pictured with Jennebeth Ward, left, violence prevention coordinator with the San Francisco Department of Public Health, and Yasmin Sayyed, program director of the Youth Treatment and Education Court.



3 Dave Melnick, chair of the Mount Zion board of trustees, mounted a vigorous defense to try to convince the UCSF Stanford Health Care board of directors to keep Mount Zion operating as an acute care hospital this past summer. In the end, it was UCSF leaders who decided to transfer emergency and inpatient services to the UCSF Medical Center on Parnassus as a way to achieve financial stability.

4 Earnest H. Rosenbaum, founder of the medial oncology service at Mount Zion and co-founder of the Northern California Academy of Clinical Oncology, has treated patients and taught at Mount Zion for 40 years. Rosenbaum has co-authored numerous books, including "Everybody's Guide to Cancer Therapy" and "Cancer Supportive Care."

history

6

DAVID MILWARD

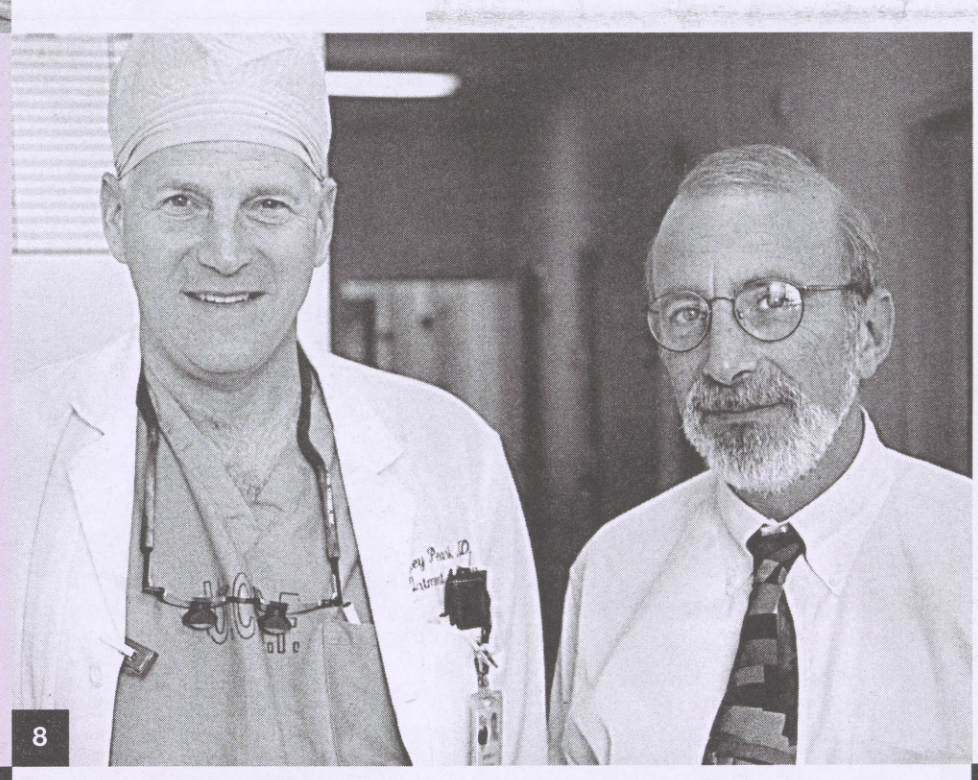
7 Laura Esserman, director of the UCSF Carol Franc Buck Breast Care Center, and John Park, UCSF assistant adjunct professor of medicine, were awarded recently for their outstanding research in the field of breast cancer at the 1999 California Breast Cancer Research Symposium held in Los Angeles. Esserman's abstract, "Specificity Increases Over Time with Experience and Volume and Is Associated with Higher Sensitivity," was recognized for its impact on breast cancer care, screening and evaluation.

5

6 Mount Zion employees often rose to the occasion to meet accreditation standards. Among those preparing piles of paperwork for a hospital review are, left to right, Jolene Carnagey, nursing quality assurance/improvement coordinator; Jeanne A. Dean, assistant director, administration; Micaela Presti, nurse educator and clinical nurse specialist; and Sandra Levy, director of quality improvement.

7

5 Edith Gordon, right, a longtime employee of Mount Zion's pediatric department and a patient, received help regaining control of her right arm from occupational therapist Michele Manz after suffering from a stroke four years ago. Following the recent closure of outpatient rehabilitation services at Mount Zion, the UCSF faculty practice of the department of physical therapy and rehabilitation are treating patients and accepting outpatient rehabilitation referrals at medical offices at 1320 7th Ave. and 1701 Divisadero St., Suite 240. To make an appointment, call 476-1715.



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8 Jeffrey Pearl, left, chief of staff and a Mount Zion surgeon for 21 years, and Ernie Ring, associate dean and assistant chief medical officer, led the staff in what has been one of the most difficult years in the history of the hospital. Ring serves on the Mount Zion transition team, which continues to meet to work for a smooth reorganization into an outpatient facility.

9

9&10 The Mount Zion Auxiliary has long supported the mission of Mount Zion. Here former presidents of the auxiliary, Karen Wener, left, and Lenore Bleadon appear at a benefit that raised more than $33,000 at a dinner and performance by the San Francisco Ballet. Wener's connection to Mount Zion is much more intimate — she was born at the 113-year-old hospital and has been successfully treated for cancer at the campus. Coordinating a team of dedicated volunteers at Mount Zion and Parnassus, Vicki Kleeman, director of volunteer services, shows her gratitude to former Mount Zion volunteer, Clearon Johnson, left.

10

LISA CISNEROS

Nancy Hopkins

Professor shares struggle for gender equity at MIT

BY LISA CISNEROS

With wit and wisdom, Nancy Hopkins, a professor at the Massachusetts Institute of Technology, recounted recently the events surrounding what she called the "summer of anger" — when she first realized that gender discrimination still exists.

Speaking before a packed lecture room at UCSF on Nov. 17, Hopkins, a prominent DNA researcher, said she believed that the Civil Rights Act and affirmative action laws had ended gender bias in the workplace.

She had rationalized and refused to believe that gender bias — often subtle and unintentional — existed even after she began to see its consequences while working at the prestigious scientific institution for 26 years. But after discovering that she was underpaid by 20 percent and lacked the institutional resources awarded to her male colleagues, Hopkins was confronted with a truth she could no longer deny.

"I realized that I was not exempt from the discrimination that I saw all these other women experience," Hopkins said.

The revelation represented a turning point in her academic life. "I got mad."

Her anger motivated Hopkins to write in 1994 what she described as a "rather strong" letter pointing out the discrepancies to the president of MIT. Fearing that the letter was too harsh and that she could be labeled as a troublemaker, Hopkins asked a tenured female colleague whom she admired to review the letter. "The worst word that can be applied to a woman is 'difficult,'" Hopkins said.

Much to her surprise, however, the colleague not only agreed to sign the letter, but suggested that they meet with MIT President Charles M. Vest to discuss the issue. Another tenured faculty member reacted the same way and the three of them set out to check whether their experiences were shared by other women in the School of Science, one of five schools at MIT.

Deciding to poll tenured women faculty about their experiences, they were astonished to find out that only 15 of the 194 tenured professors in the School of Science were women. All of the tenured women who they approached agreed to sign the letter except for one, who said she never had experienced discrimination at MIT.

"The power was in this group," Hopkins said of the 15 tenured scientists. "They happened to be exceptional people."

In talking and sharing stories with each other, the professors realized how similar their experiences were and how entrenched the problem was at MIT.

To document the disparities with data, their research revealed that women professors were paid less, worked in smaller labs and offices, received less research money and sat on fewer decision-making committees than men of equal status did.

Unequal treatment of women

In a letter to Bob Birgeneau, dean of the School of Science, who became an important ally, the women faculty proposed that a committee of senior women faculty be formed to investigate further. "We believe that unequal treatment of women who come to MIT makes it more difficult for them to succeed, causes them to be accorded less recognition when they do, and contributes so substantially to a poor quality of life that these women can actually become negative role models for younger women." they wrote.

The heart of the problem is that equal talent and accomplishment are viewed as unequal when seen through the eyes of prejudice....Currently, a glass ceiling exists within many departments."

But establishing the committee took longer than expected, since Birgeneau had a hard time trying to convince department heads, who were white men, that there was a problem. Eventually, the committee was established with Hopkins as its chair.

In interviews with women faculty, the committee also found that a chronic underrepresentation of women in leadership positions led to male cronyism that meant for women "unequal access to the substantial resources at MIT."

To address the problems, the committee and the tenured women faculty in the School of Science recommended to the administration how to achieve equity and improve the status of senior women faculty, prevent the possible future marginalization of junior women faculty and boost the number of women faculty.

Since then, MIT has raised women's salaries an average of 20 percent to equal men's; increased research money and space for women; appointed them to key committees; and hiked the pensions of women who had already retired.

"I have always believed that contemporary gender discrimination within universities is part reality and part perception," MIT President Vest wrote in a preface to the committee's report. "True, but I now understand that reality is by far the greater part of the balance."

Today, the percent of women faculty in School of Science exceeds 10 percent, a first for MIT. This year alone MIT has seen a 40 percent increase in the percent of tenured women faculty in the School of Science, according to the report.

"We can take pride in the candor of dialogue that these women have brought to this issue and in the progress that we have made, but much remains to be done," Vest concluded. "Our remarkably diverse student body must be matched by an equally diverse faculty. Through our institutional commitment and policies we must redouble our efforts to make this a reality."

campus notes

Nominations for advancement of women due

Nominations for the Chancellor's Award for the Advancement of women are due in the Chancellor's Office on Friday, Dec. 17 at 5 p.m. Award criteria and nomination forms are available in the Chancellor's Office, S 126, or can be obtained by calling 476-4223. In addition, the form is on the Chancellor's Office website at chancellor.ucsf.edu under "Chancellor's Awards."

Nominate for public service award

Nominations are being sought for the 2000 Chancellor's Award for Public Service. The award recognizes and rewards members of the campus community who have performed extraordinary community service.

This annual award recognizes three individuals — one faculty/academic, one staff, and one student/resident/postdoctoral scholar — for outstanding public service in an off-campus community setting. UCSF Stanford Health Care employees at UCSF Medical Center and UCSF Mount Zion may submit nominations and are eligible to receive the award.

The awards are for $2,000 each and will be presented at a luncheon honoring the recipients as part of Founders Day festivities on Tuesday, March 21.

Nominations must be submitted to the Chancellor's Award for Public Service Committee, c/o Public Affairs, Box 0462 by 5 p.m. on Wednesday, Jan. 5.

Members of the campus should have received nomination forms. If you did not, the form is available on the Chancellor's Office website under Chancellor's Awards. Nomination forms also may be obtained by calling 476-0729 or email kriordan@pubaff.ucsf.edu.

AIDS funds available

HIV/AIDS pilot study research funds are available from the UCSF California AIDS Research Center (C-ARC), a component of the UCSF AIDS Research Institute (ARI).

The UCSF C-ARC is a new program funded by the Universitywide AIDS Research Program (UARP) and is a natural evolution from the UCSF AIDS Clinical Research Center (ACRC), which has served Northern California UC scientists for 14 years.

The next deadline for pilot applications is Tuesday Jan. 18. Please note that the number of funding cycles for this fiscal year has not yet been determined. UCSF faculty are eligible to apply. A total of $150,000 is available in FY 1999-2000. All applications must be related to the C-ARC research theme, "Biomedical Approaches to HIV/AIDS Prevention. For more information and applications, please contact Katrina Thomas by phone, 597-9273, or by e-mail, kthomas@psg.ucsf.edu.

Nominate now for exceptional university service awards

Nominations are being accepted for the Chancellor's Award for Exceptional University Service and the Chancellor's Award for Exceptional University Management.

The nomination deadline is Friday, Jan. 7.

Both awards recognize non-academic employees who have consistently performed in their University positions at a level beyond what is ordinarily expected. Details and criteria are described in the nomination form, which has recently been distributed to the campus community.

The award includes a certificate and a check for $3,000, which will be presented at the Founders Day Awards Luncheon on Tuesday, March 21. Nomination forms may be obtained from Human Resources at Laurel Heights, Suites 305 and 330, the Chancellor's Office, via the HR Website at www.ucsfhr.ucsf.edu, or by contacting Joanne Fraysse at jfraysse@hr.ucsf.edu or extension 6-4285.

LISA CISNEROS

Grinch prompts goodwill

Nancy West, nurse educator, and volunteer helper, Sheena, were among the dozens of people to come together to decorate a tree in the hospital lobby. The activity, coordinated by Volunteer Services, came about after the Medical Center's tree and ornaments were stolen during the past year, says Vicki Kleemann, director of Volunteer Services.

"It was a way for all of us to bring in an ornament and to get together with the holiday spirit," she says.

Word spread throughout the hospital and soon staff, patients, visitors, passers-by came to hang an ornament, eat holiday treats and write their sentiments on a poster card.

"There was such a groundswell of emotional support. Every one of those ornaments represented someone, whether it was in honor of a family member or expressing what it's like being part of the UCSF family." said Kleemann, "There was so much goodwill."

A time to give

As part of its yearly food drive, the San Francisco Food Bank placed barrels in the lobbies of the Mission Center Building, Laurel Heights and the School of Dentistry as well as in the Millberry Union at the Fitness Center, outside its first-floor elevators and outside the game room. Barrels are also located in the Courtyard Café in the School of Nursing building and in the Prevention Sciences Group at 74 New Montgomery St.

For those who have time to give before Christmas, the San Francisco Food Bank is looking for people to help with its food box distribution, processing food requests, scheduling pickups and deliveries or working in its warehouse at 900 Pennsylvania Ave. on Thursday and Friday, Dec. 16 and 17 and Dec. 20-23. To volunteer, call Chris Sams, volunteer coordinator, at 282-1907, ext. 244, or email him at csams.sffb.org.

To find out about other holiday volunteer opportunities, get a copy of the 1999 Holiday Volunteer Opportunities prepared by the Volunteer Center of San Francisco, a private, nonprofit organization that provides the city with a centralized source of volunteer information.

For those too busy to volunteer, they may donate special items to human service agencies, which made their needs known in the 1999 Holiday Wish List, another booklet prepared by the Volunteer Center.

Both booklets are available by contacting Katherine Austin in the UCSF Public Affairs office at 502-5984 or kaustin@pubaff.ucsf.edu.

The UCSF Medical Center staff are collecting toys to be given to pediatric patients during the holiday season. New, unwrapped toys, including those that can be used as stocking stuffers and bingo prizes, can be dropped off in the Moffitt or ACC lobby until Monday, Dec. 20.

For more ideas how to make the season of sharing more special, log on to "Homepage for the Holidays" at www.helpakid.com/helpakid99/, a website that lists different ways to donate gifts or money to undesignated or specific underprivileged children, seniors and families in the Bay Area.

(MEDICAL CENTER FROM PAGE 1)

department open through Dec. 23, but complex staffing issues forced them to close it earlier, says Ted Schrock, chief medical officer at UCSF.

With the consolidation of the staffs at Parnassus and the addition of 10 emergency beds at the Parnassus emergency department — the same number that closed at Mount Zion — UCSF Medical Center is able to provide the same level and quality of care, Schrock says.

"The closure of the Mount Zion emergency department created no negative impacts on emergency department performance at the UCSF Medical Center on Parnassus," reports Mike Callaham, professor and chief of the division of emergency medicine. "The gradual transfer of inpatient services from Mount Zion to Parnassus has been occurring smoothly and without any disruption of patient care."

Visits to the Parnassus emergency department from the four zip codes surrounding Mount Zion have increased by 30 percent or 17 patients a day. Ambulance traffic has increased by 15 percent or 18 a day.

Meanwhile, the transfer of inpatients from Mount Zion to Parnassus will continue in phases through Thursday, Dec. 23.

Today, only a few community physicians continue to admit patients to Mount Zion, where the surgical services remain active, according to Callaham. About 18 patients remain hospitalized at Mount Zion as of Dec. 8.

Mount Zion opened its new Urgent Care Center at 2380 Sutter St., across the street from the hospital, on Nov. 23. Staffed by UCSF internists, the urgent care service includes X-ray and laboratory facilities and will treat minor wounds and other non-emergent problems during extended hours on weekends and evenings.

In other news, the Mount Zion Skilled Nursing Facility closed on Nov. 15. Over the course of the preceding month, patients either completed their treatment plans and were discharged home or were transferred to other long-term care facilities.

Mount Zion will open its 23-hour stay unit on Tuesday, Jan. 4 to serve patients who require an overnight stay to recover from operations.

Mount Zion's outpatient surgery center will have five operating rooms staffed with experienced anesthesiologists, surgeons, registered nurses and operating room technicians. All surgical procedures that are considered outpatient and/or overnight stay will be performed in the operating room.

Campus, medical center plan for Y2K

With only three weeks before the start of a new millennium, campus and medical center officials are briefing employees on how to help operations go according to plans.

Here are a few important basics:

- Employees are advised to please wear their photo identification badge if scheduled to work during the New Year's Eve weekend to ensure access to buildings, parking, etc.
- Back-up emergency generators are available if there is a power outage. In such an event, please use only essential equipment.
- Detailed information is available by calling the UCSF Y2K Office at 514-2000. The telephone voice mail system will distribute general campus status reports about UCSF's situation from early Saturday, Jan. 1 through the weekend. Employees should check their voicemail before coming to work on Monday, Jan. 3. Those without voicemail should call 502-4000 (the campus emergency hotline) or 502-3727 for an update. If these numbers don't work, call the backup campus emergency line at 1-800-873-8232.
- UCSF Stanford employees may call 885-7828 to hear recorded reports during the New Year's Eve weekend.

Both Steve Wagner, Y2K coordinator at UCSF, and Larry L. Smith, director of risk management for UCSF Stanford Health Care, say the campus and medical center are in excellent shape for Y2K, but ask staff to be prepared nonetheless for any possible problems.

As part of the UCSF Y2K contingency plans, the campus will activate the Emergency Operations Center, which will be staffed as needed on both New Year's and Jan. 3. If necessary, dry ice will be available at the School of Nursing, fifth floor loading dock on Wednesday, Dec. 29 and Friday, Dec. 31.

Free parking will be available for UCSF and UCSF Stanford staff in the Ambulatory Care garage, from 7 a.m. on Dec. 31 to 7 a.m. on Jan. 3 on levels D, E, F and G. ID is required. H-level is reserved for house staff physicians.

A committee of UCSF Stanford will open operations centers at each site to respond to any possible failure of systems. A Disaster Control Center will be established at M 169, a Moffitt Hospital conference room, to serve UCSF Medical Center at Parnassus and Mount Zion. On Dec. 31, the Disaster Control Center will open at 2 p.m. To be staffed throughout the weekend, depending on need, the center is being coordinated by Robert Hunn, safety program director at the UCSF hospitals. For information regarding contingency plans or the operations center, call 476-3827.

Engineering and maintenance, security services, clinical engineering and information technologies will have extra staff on site during the New Year's weekend in case there are any problems. Additional staffing in designated patient care areas — such as labor and delivery and emergency units — also has been arranged.

For personal Y2K preparations, go to the Red Cross site at www.redcross.org. For your computers, check out the UCSF Y2K toolkit at www.ucsf.edy/y2k/toolkit/test2.html and follow the process to find and fix hardware and software problems.

reduce your use

Recyling tips for the holidays

- Give earth-friendly products such as solar-powered calculators and flashlights, insulated lunch bags, refillable pens or composting bins.
- Buy holiday cards printed on recycled paper.
- Wrap gifts in reusable receptacles such as hat boxes, backpacks or canvas totebags.
- Consider decorating a potted tree or plant.
- Save wrapping paper, cards, calendars and packing materials to make gift tags or greeting cards for next year!

University of California San Francisco

UCSF

Facilities Management
Recycling Program

www.fm.ucsf.edu/energy.htm

calendar

Dec. 11, 1999–Jan. 7, 2000

DECEMBER 1999

13 monday

FUND-RAISER: "Around the World Books," 9 a.m.-5 p.m., Mission Center Building, 1855 Folsom St. Find a selection of books, CDs, gift packets, games, activity gift packs, etc. A portion of the sales will be donated to benefit the UCSF Hospital Auxiliary patient amenities program.

HEALTH POLICY SEMINAR: Sara Shostak presents "Shifting Faultlines: Mapping the Effects of Welfare Reform on Aging Services in the SF Bay Area," noon-1:30 p.m., Laurel Heights, Room 263. Sponsored by the Institute for Health Policy Studies and the Institute for Health & Aging Fellowship Program. Call 476-4924.

DEAN'S RESEARCH SEMINAR SERIES: Yuet W. Kan, professor, laboratory medicine, Farid F. Chehab, assistant professor, laboratory medicine and Karin M.L. Gaensler, adjunct assistant professor, department of medicine, present "New Approaches to Genetic Diagnosis & Therapy," 3:30 p.m., N 225, Parnassus. Video relay at SFGHMC Medical Library, Mount Zion's Herbst Hall, and Veterans Affairs Medical Center, Bldg. 203, Room 1A32. Call 502-6450 or email meagherp@medsch.ucsf.edu.

FOR YOUR EYES ONLY: John A. Stanley, cornea & refractive surgery service, presents "Better Vision Now," 6 p.m., 8 Kirkham St. Learn new surgery options for vision correction. Call 476-5021.

14 tuesday

OB/GYN GRAND ROUNDS: Deborah Cohen and Stephen Kang, chief residents, UCSF Obstetrics, Gynecology & Reproductive Services, present "Reproductive Health in Southern Africa," 9-10 a.m., HSW 300, Parnassus. Sponsored by the department of obstetrics, gynecology, and reproductive services. Call 476-7978.

CANCER CENTER SEMINAR: Deborah Lubeck, director, Urology Outcomes Research Group, presents "Psychometric Validation of Quality of Life Instruments," noon-1 p.m., Laurel Heights, Room 474. Sponsored by the UCSF Cancer Center and Center for Health and Community. Call 476-7692.

PEDIATRICS BENEFIT: The Lucile Packard Children's Hospital at UCSF and the Schools of the Sacred Heart Fine Arts Programs present a Chris Columbus film titled "Bicentennial Man," starring Robin Williams, Sam Neill and Oliver Platt, Palace of Fine Arts Theater. Doors open at 6 p.m.; screening at 6:30 p.m. Gala party with auction to follow this San Francisco premiere. Call 476-9184.

15 wednesday

SURGERY GRAND ROUNDS: Steve Cummings, assistant dean, clinical research, and Darlene Rosenzweig, assistant director, clinical research program, present "Succeeding in Clinical Research: Tips for Trainees and Junior Faculty," 7-8 a.m., Toland Hall, Parnassus. Sponsored by the department of surgery. Call 476-0972.

GI FELLOWS COURSE: John Snyder, pediatrics, presents "Pediatric Gastroenterology," 8-9 a.m., S 214, Parnassus.

GI GRAND ROUNDS: David Relman, assistant professor of medicine, microbiology/immunology, Stanford University, presents "Unrecognized Infectious Agents and Poorly Explained Gastrointestinal Disease," 9-10 a.m., S 214, Parnassus.

SEMINAR: Deborah Lubeck, director, Urology Outcomes Research Group, presents "Psychometric Validation of Quality of Life Instruments," noon-1 p.m., Laurel Heights, Room 474. Sponsored by the UCSF Cancer Center and the Center for Health & Community Joint Seminar Series. Call 476-7408.

PEDIATRIC UROLOGY CONFERENCE: Nicholas Holmes presents "Vesicoureteral Reflux," 5-6 p.m., M 464, Parnassus. Sponsored by the department of urology.

IMPOTENCE CONFERENCE: Tom F. Lue presents "Peyronie's Disease: Management Algorithm," 6-7 p.m., M 464, Parnassus. Sponsored by the department of urology.

16 thursday

MISSION BAY TOURS: Public Service Programs offers monthly tours of Mission Bay, noon, every third Thursday. Tours begin and end at the UCSF library on Parnassus. Tour participants view the area where UCSF broke ground in October for the first research building at the 43-acre campus and will stop at the Catellus Mission Bay Visitor's Center, located at 255 Channel St., to see plans for the revitalization of the entire 303-acre neighborhood. Interested participants must call 476-4394 at least a week in advance to reserve a spot. Tours of UCSF's main campus on Parnassus Avenue are also available upon request and with a reservation.

MEDICAL GRAND ROUNDS: Kenneth E. Sack, professor of clinical medicine and director, clinical program in rheumatology, division of arthritis/rheumatology, presents "Mimickers of Vasculitis," noon-1 p.m., N 225, Parnassus. Sponsored by the department of medicine. Call 502-2762.

FATIGUE MANAGEMENT: The UCSF Clinical Cancer Center offers a "Fatigue Management Program," for cancer patients, 1-3 p.m., every 3rd Thursday, 2356 Sutter St., 3rd floor Conference Room. Learn self-help strategies to maximize nutrition, promote quality sleep, balance activity and rest, conserve energy, and minimize stress. Call 885-3693.

17 monday

FOR YOUR EYES ONLY: David Hwang, associate professor of clinical ophthalmology and co-director, cornea & refractive surgery service, presents "Better Vision Now," 6 p.m., 8 Kirkham St. Learn new surgery options for vision correction. Call 476-5021.

18 tuesday

SEA KAYAKING: Outdoors Unlimited offers "Full Moon Sea Kayaking Trips," 5:30 p.m., Sausalito. First-time paddlers are welcome and lesson provided for a special evening of full moon sea kayaking on the Bay in fast, stable double kayaks. Participants must be able to swim. Cost: $35/45/50 (includes kayak; does not include food, transportation). Call 502-2507.

JANUARY 2000

4 tuesday

OB/GYN GRAND ROUNDS: David Irby, vice dean, education, presents "Optimizing Teaching in the Outpatient Setting," 9-10 a.m., HSW 300, Parnassus. Sponsored by the department of obstetrics, gynecology, and reproductive services. Call 476-7978.

5 wednesday

SURGERY GRAND ROUNDS: Joseph H. Rapp, professor, surgery, to present a lecture, 7-8 a.m., Toland Hall, Parnassus. Sponsored by the department of surgery. Call 476-0972.

BROWN BAG LECTURE: Martin C. Holland, assistant clinical professor, neurosurgery and director, CNS Injury program, presents "Sports-Related Concussions," 12:10-1 p.m., HSW 300, Parnassus. Learn the definition of concussion and specifically address issues regarding repetitive brain injuries, field assessment of concussion and return-to-play guidelines following sports-related brain injuries. Sponsored by Public Service Programs. Call 476-4394.

SPANISH FOR HEALTHCARE PROVIDERS: Oscar Alvarez, University of Guadalajara, presents "Spanish for Healthcare Providers," 4:30-6:30 p.m., Jan. 5-Mar. 8, M 1115, Parnassus. Pre-registration is required; no Spanish background is required. Fee: $120. Call 476-2993.

6 thursday

ACADEMY OF SCIENCES: Empact! Presents hosts "UCSF Family Night at the California Academy of Sciences," 6-9 p.m., Golden Gate Park. The featured exhibit, "Africa: One Continent, Many Worlds," takes viewers on a journey to the grassy fields of the Democratic Republic of the Congo, the bustling streets of Senegal, and the Atlantic coast of Cameroon. Explore the Great Rift in East Africa, and join a caravan of the Tuareg people in the Sahara desert. Many of the exhibits are interactive and the reproductions of the animals are lifelike and life-size. The Academy Café and store will be open for this exclusive event, but the Laserium and Planetarium will be closed. Cost: $2 and free for children 3 and under. Call 476-2675.

CHANCELLOR'S CONCERT SERIES: Robin Sharp, violin and Lori Lack, piano, present "Kreisler: Liebeslied, Libesfraud, and Others," 12:15-12:45 p.m., Cole Hall, Parnassus. Call 476-2675.

COLE HALL CINEMA: "Muppets from Space," rated G, 5:45 & 7:30 p.m., Cole Hall, Parnassus. Tickets available at the door. Call 476-6932.

7 friday

BROWN BAG LECTURE: Lee K. Schwartz, chief, ophthalmology, UCSF/Mount Zion and assistant clinical professor, ophthalmology, UCSF, presents "Refractive Surgery for the 21st Century," 12:10-1 p.m., UCSF/Mount Zion, 1600 Divisadero, Herbst Hall, second floor. Learn about the current realities and possibilities of this exciting new technology. Free. Sponsored by Public Service Programs. Call 476-4394.

COLE HALL CINEMA: See Jan. 6 listing. Showtimes are 6 & 7:45 p.m.

upcoming events

CHRIS T. ANDERSON

Jean Shinoda Bolen, clinical professor of psychiatry at UCSF, is among the featured speakers during the upcoming two-day conference, "Women Leaders 2000: A Symposium for Women in University Settings." See upcoming events below for details.

MLK week at UCSF

UCSF will celebrate the life and times of Martin Luther King, Jr. the first week of January. Here's a glimpse of the scheduled events at UCSF next month:

- UCSF Family Night at the California Academy of Sciences: Features the exhibit "Africa: One Continent. Many Worlds," Thursday, Jan. 6, 6-9 p.m. See calendar listing at left for more details.
- Cole Hall Cinema: Presents "Listen Up: The Lives of Quincy Jones," Thursday, Jan.13, 5:45 p.m. and 8 p.m., and Friday, Jan.14, 6:30 and 8:45 p.m. Call 476-6932.
- The MLK Awards Ceremony: Honors the three people chosen from faculty, staff, and students who have furthered the goal of achieving ethnic diversity at UCSF. (See page 1 for story.) The ceremony will be held at Cole Hall on Jan.18, noon to 2 p.m.
- Keynote Address: Guest speaker Harold Freeman presents "Reflections on Poverty and Race in American Society," Thursday, Jan. 20, noon to 1 p.m., Cole Hall. Freeman is president, CEO and director of surgery at North General Hospital in New York City. He is the chief architect of the American Cancer Society's initiative on cancer in the poor and is a leading authority on the interrelationship between race, poverty and cancer. Chancellor Mike Bishop will give introductory remarks.
- Drama: Orlando-Ward & Associates presents "All of Us: Beyond Race and Gender," a 30-minute comedy/drama, Friday, Jan. 21, noon, Cole Hall. Written in 1998 by award-winning playwright/producer/director Gregg Ward, who received input from a highly respected group of experts on diversity in the workplace.

UCSF sponsors international forum on women's health

Researchers, practitioners, and educators concerned about improving the health status of women will descend upon San Francisco in January for the 11th International Congress on Women's Health Issues, sponsored by UCSF's School of Nursing.

The event will take place Wednesday through Saturday, Jan. 26 to Jan. 29 at the Crowne Plaza Hotel and will feature nearly 150 presentations that challenge the narrow definitions of work, health, and illness. Featured speakers include the Honorable Unity Dow of Botswana, Africa.

"These biennial congresses are a valuable forum for those interested in women's health to meet and exchange ideas," says Afaf Meleis, chair of the Chancellor's Advisory Committee on the Status of Women and conference chair. "By focusing on the experiences of women in their diverse work situations, Congress participants will gain a better understanding of the dynamic and complex relationship between women's work and their health."

Twenty sessions will take place over the course of the conference, addressing such topics as chronic illnesses, violence against women, adolescent issues, and reproductive health. To register, call 476-4273.

Symposium for women in academia

The Center for Gender Equity at UCSF will present its Second Annual Women's Conference, "Women Leaders: A Symposium for Women in University Settings," March 9 and 10, 2000 at the Cathedral Hill Hotel, 1101 Van Ness Ave.

The two-day event includes a wide variety of workshops, speakers and networking events, as well as a Thursday evening reception honoring women in history. An addition this year is the "Galleria," a marketplace of artisans including an on-site bookstore.

The symposium features 38 speakers covering one of three areas: leadership, communication and personal development. The keynote speakers will be Chin-Ning Chu, author of "Do Less, Achieve More" and "Thick Face Black Heart," Julianne Malveaux, syndicated columnist, economist and author of Sex, Lies and Stereotypes: Perspectives of a Mad Economist; and Pat Heim, author of the widely read Hard Ball for Women.

A highlight of the conference will be a panel of top-level UC women who will share insights on what it takes to become a leader within the UC system.

Registration is required to attend the symposium. Cost to attend is $200 through Jan.14, $250 through March 3, and $300 on site. More information on registration and the symposium is available online at http://www.ucsf.edu/cge or by calling 476-5222.

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